FAQ

# INCENTIVE PAY (IP)

**Q**. What is IP? **A**. IP is a discretionary pay for eligible Health Professions Officer (HPO) who meets the eligibility requirements outlined in the annual pay guidance.

**Q.** What is the eligibility requirement for IP? **A.** The eligibility requirements are listed in each Corps Pay guidance; however, the standard eligibility requirements for all Corps are: 90 days after completing qualifying training, licensed, privileged and practicing.

**Q.** How do I submit for IP? **A.** If an HPO meets the eligibility requirements in the pay guidance, the HPO must submit a request to enter a minimum of one year agreement, with command endorsement. After the initial year the IP will continue to be paid, although the obligation for it has been fulfilled.

**Q.** When do I submit for IP? **A.** An HPO must submit for IP when meeting the eligibility contained in the annual pay guidance, but the request must be submitted NET 60 days prior to the effective date, and NLT 30 days after the effective date. If either the request, or the command endorsement are dated more than 30 days after the effective date, the request must be retroactive, and the command endorsement must contain justification that must explain in detail, specially what the reason was that prevented the HPO from submitting the request on time, or what prevented the command endorsement from being signed on time. The justification must be due to reasons outside the member’s control.

**Q.** Do I have to submit annual requests for IP? **A.** No. However, if you become eligible for a different amount either by increases, or decreases, you must submit a new request. For example, if you are under a Retention Bonus (RB), and while under the RB you are eligible for a higher rate of IP, and the RB expires you must submit for the lower without RB rate IP effective the day after the RB agreement expires.

**Q**. Will IP stop? **A.** As long as individual continues to meet all eligibility criteria IP will not stop until separation/retirement from the Navy.

**Q.** How is IP paid? **A.** IP is paid in monthly increments based on the annual rate, and reflects in the LES as SAVED PAY. For example, for the annual IP rate of $43,000, the annual IP rate is $3583.33.

# BOARD CERTIFICATION PAY (BCP)

**Q.** What is BCP? **A**. BCP is a discretionary pay for eligible Health Professions Officers who are board certified in a medical specialty recognized by the Navy, and meet the eligibility requirements outlined in the annual pay guidance.

**Q.** What is the eligibility requirement for BCP? **A.** Eligibility requirements are listed in the individual Corps Pay Guidance on the BUMED Special Pays webpage. The minimum requirement is hold the specialty, and be board certified by a recognized board listed in the Navy’s annual special pays guidance.

**Q.** How do I submit for BCP? **A**. If an HPO meets the eligibility requirements in the pay guidance, the HPO is must submit a request to enter a minimum of one year agreement, with command endorsement. After the initial year the BCP will continue to be paid, although the obligation for it has been fulfilled.

**Q.** When do I submit for BCP? **A.** An HPO must submit for BCP when meeting the eligibility contained in the annual pay guidance, but the request must be submitted NLT 30 days after the effective date. If either the request, or the command endorsement are dated more than 30 days after the effective date, the request must be retroactive, and the command endorsement must contain justification that must explain in detail, specially what the reason was that prevented the HPO from submitting the request on time, or what prevented the command endorsement from being signed on time. The justification must be due to reasons outside the member’s control.

**Q.** Do I have to submit annual requests for BCP? **A.** No. However, if your certification expires, you will need to submit a new request, with command endorsement, and documentation from the board to restart the BCP.

**Q.** Will BCP stop? **A**. Provided the certification is continuous, with no break in certification, and member continues to provide authorized documentation verifying certification the BCP will not stop.

**Q.** How is BCP paid? **A.** BCP is paid at annual rate $6,000, paid in monthly increments of $500, and reflects on the LES as SAVED PAY.

**RETENTION BONUS (RB)**

**Q.** What is RB? **A**. RB is a discretionary multi-year bonus for selected specialties.

**Q.** What is the eligibility requirement for RB? **A**. Eligibility requirements are listed in the individual Corps Pay Guidance on the BUMED Special Pays webpage; however, the minimum requirements are

* Have repaid all pre-commissioning education/training obligation, to include, but not limited to USNA, ROTC, HPSP, USUHS, HSCP, IPP, NCP, FAP etc., and Accession Bonus.

1. Completion of qualifying training prior to the beginning of the FY entering the RB, and NET 3 months after competing qualifying training.

**Q.** How do I submit for RB? **A**. If an HPO meets the eligibility requirements in the pay guidance, the HPO is must submit a request to enter an RB for a multi-year period authorized in the annual pay guidance.

**Q.** When do I submit for RB? **A.** An HPO must submit for an RB when meeting the eligibility contained in the annual pay guidance, but the request must be submitted NET 60 days prior to the effective date, and NLT 30 days after the effective date. There is no retroactive template for an RB because there should be no reason for a retroactive RB. The intent of the RB is member agrees to enter into a long term multiyear obligation prior to the obligation beginning. Similar to entering training. A member does not request to enter a training program after it has already started, and the same applies to an RB. A member cannot enter into an RB to start effective for a date that has already passed; however, in extremely unusual circumstances if a member was misinformed of not being eligible to enter an RB, which is later determined member was eligible, then a retroactive RB request can be submitted, and the command endorsement must contain justification that must explain in detail, specially what the reason was that prevented the HPO from submitting the request on time, or what prevented the command endorsement from being signed on time. The justification must be due to reasons outside the member’s control.

**Q.** Do I have to submit annual requests for RB, or IP while under an RB agreement? **A.** No. The RB and IP payments in the agreement will be continued for the duration of the RB agreement; however, if the IP being paid during the RB agreement is at a higher with RB rate, than the without RB rate, the HPO will need to submit for the lower without RB rate IP effective the day after the RB agreement expires, or enter a new RB/IP agreement.

**Q.** Will RB stop? **A**. The RB will not be paid after the expiration date of the agreement.

**Q.** How is RB paid? **A.** RB is paid in annual lump sum payments of the annual rate, and will reflect as CONTINUATION PAY on the LES.

**Q.** How does the obligation for RB work? **A.** Obligation for the RB is consecutive to any existing education/training obligation. For example, if an officer still has 2 years of training obligation remaining as of the effective date of entering a 4 year RB, then the 4 year RB obligation will be added to the end of those 2 years, making the member’s total obligation from effective date of the RB as 6 years.

However, if the officer is eligible, and enters an RB prior to the start date of a training program, the obligation for the RB will run concurrent with the training program, and the obligation for the training program. For example, an officer is entering a 2 year program, and incurs a 2 year obligation, for a total of 4 years. If the officer is eligible, and enters a 4 year RB prior to the start date of the 2 year training program, the obligation for the 4 year RB will run with the 2 year training, and 2 year obligation, and will not add to it.